

REDGRANITE CORRECTIONAL INSTITUTION

Wisconsin Department of Corrections

Division of Adult Institutions



Annual Report Fiscal Year 2016

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MESSAGE FROM WARDEN

As I enter my third year as Warden at RGCI, I want everyone to know how truly honored I am to be part of your team. I would like to thank all RGCI staff for giving their time, talent, and efforts each day as we strive to fulfill the Mission of the Department of Corrections. Ensuring a safe environment for each other, our community and our inmate population is a daunting task and I am proud of how staff at RGCI face this challenge with professional resolve and courage.

I would also like to thank the local communities who continue to be responsive to our needs by providing volunteers who commit their time working with our inmate population. The institution, working together with the community, is the strongest partnership we can offer to our inmate population.

RGCI is committed to giving back as well. Fundraisers were held throughout the year and both staff and inmates gave generously in support of charities such as Special Olympics of Wisconsin, U. S. Marine Corps Reserve Toys for Tots Program, and local law enforcement canine units.

I look forward to RGCI's future with all of you, the fine staff that make up its ROCK hard foundation, as we work together to continue the tradition of success, safety and community we have established over the last 15 years.

Thank you,
Michael Meisner

INSTITUTION PROFILE

Purpose Statement

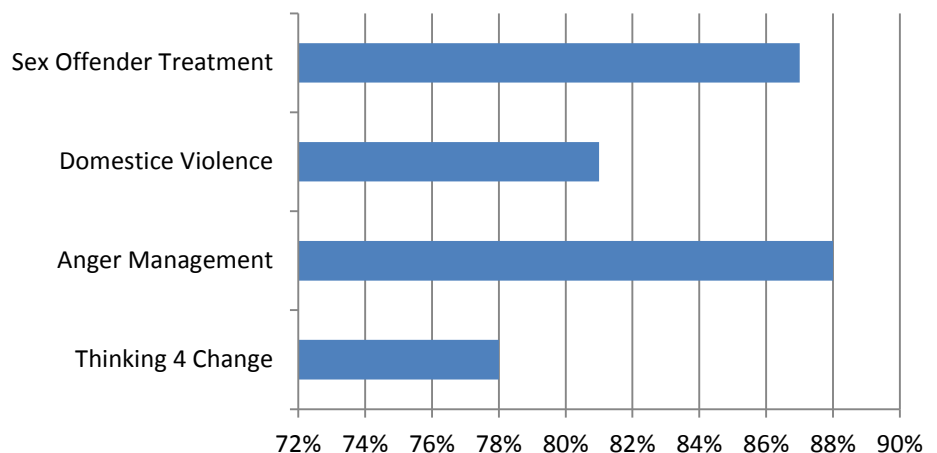
To maintain secure and safe custody of medium security offenders committed to Redgranite Correctional Institution (RGCI) while providing these offenders with opportunities for cognitive and behavioral development to enhance their potential as productive members of society.

Fast Facts

Opened January 8, 2001

- Medium Security
- Operating Capacity – 990
- Current Population – 1011
- Staff – 293
- Inmate to Staff Ratio – 3.5 to 1
- 89 acres
- Operating Budget – \$ 24,369,939
- Inmate Obligations – \$ 104,596
(Child Support, Restitution, Victim/Witness,
DNA, Filing Fees, Legal Loans &
Medical Co-pays)

Program Completion Percentages



Facility Accomplishments

- RGCI was the top fundraising law enforcement team for the 2016 Polar Plunge for Special Olympics.
- Inmate fundraisers were held throughout the fiscal year raising money for local non-profit and restorative justice charities. Fundraisers included the sale of ice cream, pizzas, cheeseburgers and photo projects.
- Transitioned 10 beds in the Restrictive Housing Unit to General Population beds.
- Began transitioning to contracted canteen.
- Passed our initial PREA Audit

Staff Reporting

# of Positions	Classification	# of Positions	Classification
1	Automotive Equipment Technician – Master	1	Institution Complaint Examiner
2	Buildings & Grounds Superintendent & Supervisor	1	Institution Human Resources Director – Adv.
1	Chaplain	2	Inventory Control Coordinator
185	Correctional Officer/Sergeant	1	Inventory Control Coordinator (Advanced)
1	Correctional Management Services Director	1	Librarian
8	Corrections Food Service Leader 2	1	Medical Program Assistant (Associate)
1	Corrections Program Supervisor	6	Nurse Clinician 2
1	Corrections Security Director	1	Nursing Supervisor
1	Corrections Sentencing Associate	2	Offender Records Associate
3	Corrections Unit Supervisor	1	Offender Records Supervisor
1	Deputy Warden	4	Office Operations Associate
1	Education Director	1	Payroll & Benefits Specialist – Confidential – Adv.
1	Electrician	1	Plumber
1	Electronic Technician Security (Senior)	2	Program Assistant – Confidential
1	Facilities Maintenance Specialist	5	Psychological Associate (A-B)/Psychologist-Licensed
2	Facilities Maintenance Specialist (Advanced & Senior)	1	Psychologist Supervisor
4	Facilities Repair Worker (Advanced)	2	Recreation Leader (A-B)
1	Financial Program Supervisor	1	Secretary Confidential
3	Financial Specialists (Advanced & Senior)	11	Social Worker (Corrections)
2	Food Service Administrator & FS Manager	14	Supervising Officer 1 & 2
1	HVAC/Refrigeration Specialist (Advanced)	10	Teacher (Includes 1 Teacher-Scheduler)
1	Human Resource Assistant	1	Warden

Staff Retirements

NAME	TITLE	YEARS OF SERVICE	RETIREMENT DATE
Joseph Berdan	Food Service Manager	15	7/15/2015
Ron Biese	Facilities Maintenance Specialist	16	8/22/2015
Mike Reigh	Captain	19	8/7/2015
Dan Venne	Social Worker - Senior	23	10/2/2015
Daniel Russell	Teacher	16	9/1/2015
Denise Hazen	Correctional Officer	30	2/1/2016
Jean Redman-Zank	Crisis Intervention Worker	8	10/30/2015
David Martin	Correctional Sergeant	28	2/1/2016
Charles Van Densen	Correctional Sergeant	37	1/18/2016
Ann Egan	Teacher	15	7/8/2016
Michael Marshall	Social Worker - Senior	30	5/2/2016

Employee Management Communication and Collaboration Committee

This committee meets monthly to actively engage employees at all levels of the organization, facilitating ongoing communication with staff to support the goal of two-way communication with employees, utilizing the knowledge and expertise of staff to problem-solve and plan.

COMMUNITY RELATIONS

The Redgranite Correctional Institution continues to maintain its partnership with the community through its Community Relations Board. This board functions as a positive link between the institution and the Redgranite community. This board meets bi-annually in the spring and fall. Areas of mutual interest and concern include, but are not limited to, the following: public awareness and education about the operation and mission of the institution, offender program activities, the impact of the institution on the community, the institution's involvement in community affairs, and a variety of other law enforcement & community-related issues.

2016 Community Board Relations Members

- James Angelo, Redgranite Fire Chief
- Deb Behringer, Waushara County Adm. Coordinator
- Scott Blader, Waushara Co. District Attorney
- Guy Dutcher, Waushara County Circuit Judge
- Lafe Hendrickson, School Liaison, Waushara Co. Sheriff's Dept.
- Ron Kalmus, Regional Chief - DCC
- Jay Klemann, Probation & Parole Supervisor – Wautoma
- Kathy Klemann, Waushara Co. Victim Witness Coordinator
- Bennett Lardie, US Army National Guard
- Louis Willaims II, Warden, Oxford Federal Prison
- Kyle Tarr, Police Chief Redgranite
- Jeff Nett, Waushara County Sheriff
- Luther Olsen, Senator, WI State Legislature
- Kevin Petersen, US Rep. – Assembly District 40
- Gregg Sluke, Pastor – Redgranite
- Tony Smyrneos, Vice President, Hometown Bank
- Kelly Schmude, Emerg Serv Mgr – Berlin Memorial Hosp
- Jerry Sieg, Village President, Redgranite
- Clyde Simonson, Principal, Redgranite Elem. School

RGCI Community Relation Representatives

- Michael Meisner, Warden
- Sandra Hautamaki, Deputy Warden
- David Tarr, Security Director
- Wendy Monfils, Correctional Mgmt. Services Director
- Karla Souzek, Human Resources Director

CONDUCT REPORTS

Year	Major Conduct Reports	Minor Conduct Reports	Appeals Affirmed	Appeals Modified	Remanded
2012-13	560	793	146	27	2
2013-14	600	887	149	40	1
2014-15	472	507	108	16	10
2015-16	405	588	33	6	16

COMPLAINTS

FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY2015	FY2016
1368	1245	807	712	678	675	797	696	868	848

MOVEMENT AND DEMOGRAPHICS

Inmate Movement Out of RGCI FY2016	
Transfers out	294
Releases Includes Mandatory, Extended Supervision, Maximum Discharge, & Court Ordered Releases	216
Deaths	1
Total	511

Population Breakdown by Race		
American Indian	26	2.6%
Asian	9	.9%
Black	376	37%
Hispanic/Latino	96	4.7%
Unknown	1	.1%
White	605	59.5%

Population by Age		
14-19	1	.1%
20-24	74	7.3%
25-29	139	13.7%
30-34	144	14.2%
35-39	157	15.4%
40-44	132	13%
45-49	120	11.8%
50-54	83	8.2%
55-59	79	7.8%
60-64	45	4.4%
65+	43	4.2%

RESTORATIVE JUSTICE EFFORTS

Crochet/Sewing

The inmates who participate in crochet/sewing have created many handmade items such as hats, mittens, scarf sets, afghans, stuffed animals, baby blankets, Christmas stockings, sweaters, baby sets, fleece mittens and baby carrier covers which have been donated to many different charitable organizations to distribute to the needy both locally and worldwide. The crochet project accepts yarn donations from local citizens and organizations.

Garden

Two years ago, we expanded the garden a half acre and built a greenhouse. The garden and greenhouse allow us to expand our growing season and weather an earlier start to the season. Both the garden and greenhouse are planted and maintained by the garden project inmates. The fresh produce and herbs significantly reduces our dependence on outside vendors to prepare our 3300 meals per day. Over 15,000 pounds of produce was grown, tended and harvested within RGCI. We continue to supplement the soil by utilizing composting of food scraps and the use of worms to further enhance the soil. Our goal is to provide not only much needed vegetables for our use but to donate produce to local food pantries.

R.Y.T.E. (Reaching Youth through Education)

The program is designed not only to educate but also to deter teens from participating in negative behavior that could ultimately lead them to incarceration. Students learn that the everyday choices they make in life will determine their life's consequences. The use of drugs and alcohol are main themes in the inmates' stories of how they came to be incarcerated. Inmate participation is voluntary and they are carefully screened before chosen to participate. Many schools from the surrounding area participate.

Community Service

There are a total of twelve full-time and six half-time community service inmate workers.

Community Clean-up

Under the supervision of our maintenance officer, RGCI minimum community inmates provided assistance to community partners including the Village of Lohrville by repairing washouts on road shoulders and removing and clearing brush, and to the Village of Redgranite by doing clean-up work at Quarry Park.

Donations

This year the inmate workers in the maintenance department's woodshop built and donated a rocking chair, tables, storage rack, keepsake boxes, business card holders, cribbage boards, clocks and picture frames. In addition, multiple crocheted afghans, mittens, hats and scarves were created and donated by RGCI's community service workers.

VOLUNTEERS

Volunteer Based Services

RGCI has over 100 approved volunteers from various occupations that provide special services and programs for inmates. RGCI is able to provide the following programs due to the assistance of these volunteers: Alcoholics Anonymous; family counseling; religious activities; tutoring; and veterans' affairs.

Chapel Programming

The chapel has a full range of programs addressing the spiritual needs of RGCI inmates. The chapel utilizes over one hundred volunteers in providing programs (including worship services, study groups and prayer) for the seven religious groups (Buddhist, Catholic, Islam, Jewish, Native American, Pagan and Protestant). These volunteers are coordinated and scheduled by one full-time chaplain. The chaplain also counsels individual inmates and coordinates professional clergy visits.

Dog Therapy

Redgranite Correctional Institution (RGCI) began a pilot program in November 2007 assisted by an outside service agency, Dog Therapy Incorporated. Dog therapy is a service that promotes positive mental health through visitation with animals. The target population for RGCI's dog therapy group is elderly, infirmed (chronic high blood pressure), terminal, wheelchair bound, severe depression, and those inmates that tend to isolate. Approximately twelve inmates participate once a month.

PROGRAMS

Correctional Programs and Services Offered

Thinking for Change (T4C)

T4C is an evidence-based Cognitive Behavioral Program produced by the National Institute of Corrections. During this program, offenders are introduced to the Program Organizer concept, which shows the connection between cognitive self-change, problem-solving, and social skills—essentially demonstrating that thinking controls behavior. At the end of the program, offenders work together with a group and present a final role-play to incorporate all of the skills learned. Each participant was also tested during a final exam on the T4C concepts. During FY2016, additional program slots were made available through a contract with Henger Enterprises.

Rockin' Videos and Read to Me

Inmates are recorded while speaking, singing a song, reading a poem, or sending similar appropriate greetings to adults on their visiting list. The Read-to-Me program provides inmates with an opportunity to select a donated and age appropriate children's book and be videotaped while reading the book aloud. Both the book and the tape are mailed to a child in the inmate's life. This helps inmates develop and maintain important emotional connections with their children and allows inmates to have an important role in their children's development. During the course of the year, 169 inmates participated in this opportunity.

Anger Management

Anger Management is a 24-week program that is delivered in two, 12-week sections. The first section focuses on identifying anger, the hidden reasons and causes for anger, knowing the anger cycle and anger styles, and getting in touch with unresolved or past anger. The second half of the program helps inmates build new coping skills, challenge old thoughts and beliefs, explore the feelings behind anger, learn stress reduction techniques, and enhance effective communication and conflict resolution.

Domestic Violence

Domestic Violence/STOP (Skills, Techniques, Options, and Plans for Better Relationships) is a cognitive behavioral intervention program that consists of 26 lessons, delivered in a closed group. This program targets criminogenic needs with inmates assessed as high or moderate risk on the COMPAS assessment tool. It consists of three components: cognitive self-change, social skills, and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes, and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem solving skills integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real life situations.

Read-to-Me

The Read-to-Me program provides inmates with an opportunity to select a donated and age appropriate children's book and be videotaped while reading the book aloud. Both the book and the tape are mailed to a child in the inmate's life. This helps inmates develop and maintain important emotional connections with their children and allows inmates to have an important role in their children's development. During the course of the year, 41 inmates participated in this opportunity.

Grief Recovery Group

This is a seven-week program where the goals include: completing unfinished business with the object of our loss and being able to say goodbye; completing the inmate's personal "grief work" through writing, sharing, and creative expression; dealing with other losses that may surface during the weeks they are together; allowing inmates to feel joy, sorrow, anger, and many other emotions without fear.

Sex Offender Treatment

The Sex Offender Treatment (SOT) Program meets an inmate's Assessment & Evaluation (A&E) need for institution-based sex offender treatment, SO-2. It is designed as a 90-hour program offered in weekly two-hour classes for approximately one year of treatment. The program follows the model designed by the DOC. Two professionals trained in sex offender programming, including at least one psychologist, lead each group.

DEPARTMENT INFORMATION

Unit Management

This institution is designed to function under a decentralized management and service delivery system. The four (4) housing units operate, for the most part, as self-contained units. Inmate dining is decentralized and takes place within each housing unit, as do many of the program and leisure-time activities. This design enables more effective control of movement and reduces risks apparent in large groupings of inmates.

Each of the four housing units are managed by a unit supervisor in conjunction with a multidisciplinary team consisting of correctional officers, social workers, teachers, work supervisors, a psychologist, and liaisons from health services and the security supervisor ranks. The multidisciplinary team meets on a regular basis to discuss unit operations and issues related to the management of individual inmates. By sharing information and perspectives, staff members gain a fuller view of the inmate and the various responsibilities of all staff.

Educational Services

The school program offers three distinct academic competency-based curriculums: Basic (K-6), Intermediate (7-9) HSED (9-12). Test of Adult Basic Education (TABE) helps place inmates at the appropriate level. During FY2016, there were 14 GED and 9 HSED diploma recipients. The education department also offers vocational programming in Bakery Fundamentals. Students that pass these courses receive college credits through Fox Valley Technical College. Seventeen students received Bakery Fundamentals certificates. RGCI offered Technology Career Training Vocational Classes. Twelve students began the program, and 11 completed, and each participant earned 12 credits through Fox Valley Technical College.

Health Services

RGCI's health services unit is staffed seven days per week by registered nurses. Hours of operation are Monday 5:30 am to Friday 10:30 pm and Advance Care Providers are available during those hours. Weekend hours are 10-6 pm with an on-call physician available 24/7. Physician coverage is M-F. Our staff includes six FTE nurse clinicians, one health services manager, one physician, one nurse practitioner, two licensed practical nurses, one medical assistant, and two medical program associates. Our dental clinic is open three days per week and is staffed with one dentist, a dental assistant, and a dental hygienist. Psychiatric care is provided two days per week.

Medical staff members have an average of 2,300 inmate patient contacts per month. Each inmate is seen a minimum of once yearly for an annual screening, while 1/3 of the population is seen multiple times per year. Other part-time services provided on site are physical and occupational therapy, optical, x-ray and ultra-sound testing. Routine appointments for health maintenance are handled through the chronic condition clinics and blood pressure clinics. Inmate patients are referred for surgical interventions, cancer treatment, and to specialty clinics ranging from orthopedics to infectious disease specialists. UW Madison, Berlin Memorial, St. Agnes, and Waupun Memorial hospitals are all utilized.

We strive to meet our patients' needs while being cognizant of health care cost. We continue to value Quality Improvement and therefore complete several audits each month in an effort to strive for quality and continuity of care.

Mental Health Services

The Psychological Services Unit (PSU) is responsible for monitoring, supporting, and treating inmates with mental health problems. The mental health issues addressed include serious crises and severe long-term mental illnesses as well as difficulty coping with issues of life and incarceration. PSU works closely with security staff, health services (including psychiatry), and unit staff to address these issues. PSU is also responsible for providing sex offender treatment, assisting in training staff, providing specialized psychological evaluations of inmates, and supporting the safe, secure functioning of the institution. Psychologists are assigned to housing units where they provide an array of direct mental health services as well as administrative and consultative services to correctional staff. Additionally, PSU staff is on call for coverage after regular working hours.

Food Service

Food Service operates seven days per week; there are 64 inmate workers assigned to the food service department. We serve approximately 3,360 meals per day with an average cost of \$.97 per meal.

Maintenance Department

Under the general direction of the buildings and grounds superintendent and buildings and grounds supervisor, the department employs thirty-eight inmates. The Maintenance Department is responsible for all physical plant maintenance including plumbing, electrical, electronic technical services, HVAC, welding, wood working, painting, automotive services, food service equipment repair, and grounds keeping.

Maintenance accomplishments in FY2016:

- 3,453 work orders completed
- Repainted OBS cells
- E – Unit showers redone
- Gender Tone Announcement added to the housing units
- Converted restrictive housing bed space to GP bed space on A range
- Installed new ice machines with water dispensers on housing units
- Asphalt driveways, parking areas and walkways had the cracks filled

BSI Durable Medical Equipment (DME) Refurbishing Shop 893

BSI employs 14 inmate workers. When donated equipment is received in the shop the following process takes place: It is evaluated, sanitized, disassembled, cleaned, repaired, replacement parts are issued as needed, it's reassembled and final quality control checks are conducted. Upon completion, the items are sent back to IndependenceFirst Mobility Retail Store locations in Milwaukee/Madison where it is distributed to Wisconsin's disabled population. Many customers do not have the insurance or funds needed to purchase the new equipment they need. This used equipment can be purchased at a fraction of the cost of new on a zero interest, extended payment plan.

In FY16, BSI refurbished 907 pieces of DME for our partners at IndependenceFirst to include: manual and power wheelchairs, power scooters, walkers, transfer benches, bath/shower chairs & seats, elevated toilet seats, bed rails, seats, cushions, batteries, battery chargers, commodes, rollators, hospital beds (manual and power), patient lifts (manual and power) and several other miscellaneous items. BSI also recycled 542 pieces of DME this fiscal year. This ensures that these items didn't end up in a landfill and helps our environment.

RGCI BSI DME refurbishing also refurbishes DOC wheelchairs for \$80 each. This allows institutions/facilities to have their heavily used and damaged equipment repaired in a convenient manner, at a reduced cost, while supporting BSI's mission to teach inmates employable skills. In FY16, we refurbished 70 DOC Wheelchairs.

All but one of our power equipment refurbishing inmates employed in the Durable Medical Equipment Refurbishing Shop have been Certified via Invacare in Power Wheelchair Programming, Diagnostics and Repair. This certification supports the value that BSI puts on the Departments Reentry Initiative.

A business plan is underway to expand the shop in the next year by gaining additional non-profit customers outside of the department.

CONTACT INFORMATION

PREA	
Kelly Mueske, PREA Compliance Manager	920-566-3129

ADA (American Disabilities Act)	
Brian Miller, Buildings and Grounds Superintendent	920-566-3227
Ann Marie Wuest, Financial Program Supervisor	920-566-3105

LEP Coordinator	
Robin Lindmeier, Supervising Officer I	920-566-3194
Joel Bruessel, Teacher	920-566-2320

ACRONYMS

A&E	Assessment & Evaluation
ADA	Americans Disability Act
BSI	Badger State Industries
CGIP	Cognitive Intervention Program
DME	Durable Medical Equipment
DOC	Department of Corrections
DCC	Division of Community Corrections
FTE	Full Time Employee
FY	Fiscal Year
GED	General Education Development
HSED	High School Equivalency Degree
HVAC	Heating, Ventilation, and Air Conditioning
LEP	Limited English Proficiency
PREA	Prison Rape Elimination Act
PSU	Psychological Services Unit
RGCI	Redgranite Correctional Institution
R.Y.T.E.	Reaching Youth Through Education
SOT	Sex Offender Treatment
T4C	Thinking 4 Change
TABE	Test of Adult Basic Education